



CAMPY GROWERS.

the vegetarian:
a place to grow

SCIO-SC052250



Lead Gardener Job Description and Person Specification

Camperdown Growing Collective (known as Campy Growers) is a SCIO working in partnership with Dundee City Council in the heart of Camperdown Country Park. It sits on 8 acres of previously degraded land, 2 acres of which have now been cultivated. This is a unique opportunity to help develop an urban community food garden using sustainable methods of growing to enhance the environment, local food production and to work positively with the community. The garden is supported by a small, dedicated staff team, volunteers and trustees who work together to ensure that our charitable aims are met.

We are looking to recruit a Lead Gardener who is pro-active and organised, with experience of large scale food growing and systems. They will enjoy interacting with the public and with volunteers of all ages and abilities, be interested in their ideas in the running of the garden and willing to educate people in food growing techniques and sustainable growing systems. As Lead Gardener you will be provided with supervision by a named mentor who represents the board of trustees.

The post is funded for two years through National Lottery Funding.

For further information about Campy Growers please see our website campygrowersuk.wordpress.com or contact secretary.campygrows@gmail.com to arrange an informal chat. Visits to the site are welcomed.

Please send your CV and a covering letter explaining how you meet each criteria of the person specification to secretary.campygrows@gmail.com

The closing date for applications is: **22nd August 2025**

Job Title	Lead Gardener
Salary	£26,000 per annum year 1 with increase planned in year 2 to £26,780
Working Hours	35 hours per week, including Saturdays and out of hours work
Location	Campy Growers, Camperdown Country Park, Coupar Angus Road, Dundee DD2 4TF
Duration	Full time, 2 years initially
Reports to	Named trustee

Job Summary

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Key responsibilities	<p>Principle responsibilities</p> <p>Production Management</p> <ul style="list-style-type: none"> • Plan and manage seasonal crop rotations to maximize yield and soil health • Oversee all aspects of growing from seed sowing to harvest • Maintain production records and monitor crop performance • Ensure sustainable growing practices and organic standards • Manage composting systems and waste reduction <p>Food Distribution & Community Impact</p> <ul style="list-style-type: none"> • Organize harvest collection and preparation for community food network • Coordinate with Project Development Worker on food workshops • Maintain quality standards for all distributed produce • Track and report on food production and distribution metrics • Restart CSA vegetable boxes <p>Site Operations</p> <ul style="list-style-type: none"> • Maintain tools, equipment, and infrastructure • Ensure health and safety compliance across all garden areas • Manage water systems, polytunnels, and storage facilities • Coordinate maintenance and repair work • Have shared oversight of site security and access arrangements • Oversee additional garden staff as necessary <p>Volunteer/community engagement, education and empowerment</p> <ul style="list-style-type: none"> • Coordinate daily volunteer activities and task allocation across all skill levels • Coordinate or oversee volunteer projects on site (eg pond group, orchard group) • Foster an inclusive, welcoming environment that values different contributions and abilities • Coordinate with Project Development Worker on community workshop such as gardening skills, biodiversity and sustainable growing • Maintain volunteer safety through risk assessment, training, and appropriate supervision • Monitor and evaluate volunteer engagement as appropriate <p>Communication & Reporting</p> <ul style="list-style-type: none"> • Work closely with Project Development Worker on shared programs and initiatives • Provide regular reports to trustee committee on production, volunteer engagement, and site operations • Engage in monthly supervision meetings with identified trustee and experienced gardener • Participate in planning meetings and contribute to strategic discussions • Represent the garden at community events and partner meetings

Person specifications	<p>Essential Requirements</p> <ul style="list-style-type: none"> • At least two years experience in commercial or community-scale food production • Strong knowledge of organic/sustainable growing methods • Experience leading, communicating with and empowering volunteers • Good organisational skills • Excellent communication and interpersonal skills • An understanding of health and safety, including risk assessments • Physical fitness for outdoor manual work in all weather conditions • Commitment to the charity's values of education, health, and environmental stewardship • Basic IT and social media skills • Ability to work both independently and as part of a team <p>Desirable Requirements</p> <ul style="list-style-type: none"> • Qualification in horticulture, agriculture, or related field • Experience with community engagement or educational programs • Knowledge of biodiversity conservation and habitat management • Understanding of food safety and distribution requirements • First aid qualification
Working conditions	<ul style="list-style-type: none"> • Primarily outdoor work with some office/planning time • Flexible hours including some weekends and evenings for events • Seasonal variation in workload and activities • Opportunity for professional development and training
PVH	<p>This position requires a current PVG (Protecting Vulnerable Groups) certification or for the applicant to be willing to obtain prior to commencement of post. A criminal record may not necessarily be a bar to employment as any decision will be treated on its own merits and individual circumstances subject to Campy Growers overriding obligations to protect any vulnerable adults or children who may come on to the site.</p>

